



Joseph E. Kernan, Governor  
Alan D. Degner, Commissioner

10 N. Senate Avenue  
Indianapolis, IN 46204-2277  
Phone: 317-232-7670  
FAX: 317-233-4793  
TDD: 317-232-7560  
<http://www.workforce.IN.gov>

An Equal Opportunity Employer

TO: WIB Chairs  
WIB Directors  
Program Directors

FROM: Alan Degner  
Commissioner

DATE: November 8, 2004

SUBJ: DWD Commissioner's Directive # 2004-13  
PY'03 System and WIA Incentive Awards

RE: Workforce Investment Act and Wagner-Peyser Act

**Purpose:**

To announce incentive awards for performance completed in PY'03 for system and WIA performance.

**Rescissions:**

N/A

**Content:**

On April 4, 2003, the Department of Workforce Development published Communication #2002-23, "PY'03 Local Performance Levels and Incentive Awards Policy." This policy was revised on January 29, 2004 to amend the time periods for the performance measures and the conditions which might lead to a reduction in incentives. It was revised a second time on July 26, 2004 to adjust targets that were renegotiated for two older youth measures, incorporate the use of Wage Record Interchange System (WRIS) data, and address the dissolution of the Madison-Grant Workforce Service Area (WSA).

Attached are the awards for performance completed in PY'03 for system and WIA performance. Statewide, DWD is releasing \$620,000 for successful performance. Funding is a combination of WIA 15% and Wagner-Peyser 7b funds.

Of the \$620,000 being released for incentive awards, \$320,000 is being awarded for regional cooperation in meeting all three system goals (customer satisfaction, wage gains and skill gains). These awards must be used for enhancing WorkOnes. The use of these funds will be determined by the WIB or WIBs in that planning region.

The remaining \$300,000 is being awarded for exemplary performance by local areas on the mandatory WIA performance measures. To be considered for this portion of the award, the WIB must first meet all four WIA credential and diploma attainment rates (Adult Employment and Credential Rate, Dislocated Worker Employment and Credential Rate, Older Youth Credential Rate and Younger Youth Diploma Attainment Rate). In addition, the WIB must also meet at least 14 of the 17 WIA measures.

Before receiving any award for exemplary performance on the WIA performance measures, the WIB's data must be deemed to be valid. On-site analysis of WIA data done by Evaluation staff during January and February, 2004 raised questions about data validity in four WIBs. These WIBs were notified in writing and asked to correct their deficiencies and prepare a formal response to the Evaluation Division. For these four WIBs, receipt of the portion of their award for their performance on the WIA measures will be contingent upon a successful validation of their PY'03 data. This validation will occur in November and December, 2004 and January, 2005.

The WIA funds may be used for any allowable WIA activity chargeable to the program. These WIA funds may not be charged to or used for administrative purposes.

The funds will be treated as generic incentive awards, without regard to cost category. Grant instructions for accessing these funds will be issued in the near future.

**Effective Date:**

Upon receipt.

**Ending Date:**

June 30, 2006.

**Ownership:**

DWD Evaluation Division.

**Action:**

Local WIB and Program Directors are requested to share the guidance contained in this document with the appropriate staff.

Attachments

## PY'03 Indiana System Measures Measurement Criteria

Measure	Timeframe	Data Source(s)
Citizen Satisfaction	Customers active in the CS3 system during the program year (July 1, 2003 – June 30, 2004).	Results from phone and mail surveys to a sample of active customers of the CS3 system.
Employer Satisfaction	Employers with job orders open at some time during the program year (July 1, 2003 – June 30, 2004).	Results from phone and mail surveys to a sample of employers with an open job order in the CS3 system.
Skill Increasers	Credentials attained in the program year (July 1, 2003 – June 30, 2004).	Credentials are credited from the following data sources: ADVANCE Indiana TAA/NAFTA PMIS Database CTA Database (Certificate of Technical Achievement)
Wage Gainers	Individuals active in the CS3 system between July 1, 2002 and June 30, 2003.	CS3 and UI wage records.

# PY'03 WIA DISLOCATED WORKERS MEASURES

## Final Performance

Report Date: October 15, 2004

WSA	Entered Employment			Retention Rate			Employment & Credential			Earnings Replacement Rate		
	Actual	Goal	Met?	Actual	Goal	Met?	Actual	Goal	Met?	Actual	Goal	Met?
Northwest	92.2	83.2	YES	96.2	88.0	YES	66.2	61.3	YES	116.2	92.6	YES
CWI	88.0	83.0	YES	97.1	91.3	YES	61.4	55.5	YES	109.1	91.5	YES
Northern	81.2	77.1	YES	92.2	91.5	YES	62.7	40.8	YES	83.5	89.2	NO
Northeast	93.5	85.0	YES	96.8	91.4	YES	80.5	50.0	YES	90.4	86.1	YES
Tecumseh	95.6	84.9	YES	95.3	91.0	YES	61.4	56.0	YES	86.6	90.2	NO
North Central	81.0	82.4	NO	93.5	88.0	YES	63.0	50.0	YES	96.0	91.0	YES
Madison-Grant	91.5	81.3	YES	94.7	89.9	YES	43.2	50.0	NO	67.4	90.0	NO
East Central	88.0	82.3	YES	94.4	91.1	YES	62.7	52.4	YES	96.7	90.0	YES
Western	88.2	80.0	YES	97.6	90.0	YES	66.7	45.2	YES	99.8	88.8	YES
Circle Seven	80.0	78.0	YES	94.1	90.5	YES	61.4	51.2	YES	80.6	90.0	NO
Marion County	87.2	81.7	YES	92.1	88.0	YES	50.5	38.3	YES	88.2	90.0	NO
Southeastern	94.6	81.0	YES	97.8	91.1	YES	76.7	59.0	YES	109.8	87.2	YES
Shawnee Trace	90.4	81.9	YES	96.6	91.6	YES	58.8	50.0	YES	108.3	90.0	YES
South Central	92.8	78.3	YES	97.0	92.0	YES	63.2	50.0	YES	96.8	95.4	YES
Southwest	94.0	84.4	YES	94.6	90.3	YES	52.9	50.0	YES	81.3	90.0	NO
Southern Seven	79.2	85.2	NO	100.0	88.8	YES	64.9	55.8	YES	108.4	101.0	YES
Statewide	87.8	78.0	YES	95.0	88.0	YES	61.9	50.0	YES	93.0	90.0	YES

DWD Evaluation